Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

Internal Revenue Service (IRS)

For 1st Quarter 2020 for period ending December 31, 2019

			Comp	arative	Data	
Complaint Activity	Pı	revious	Fiscal Y	ear Da	ta	2020
	2015	2016	2017	2018	2019	Thru12-31
Number of Complaints Filed	266	281	237	303	264	64
Number of Complainants	252	256	220	280	241	63
Repeat Filers	10	19	15	22	21	1

Complaints by Pagis		(Compa	rative	Data	
Complaints by Basis	Pre	vious l	Fiscal `	Year D	ata	2020
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	Thru12- 31
Race	107	107	97	94	92	19
Color	31	34	29	19	23	5
Religion	17	12	20	12	8	0
Reprisal	153	171	126	152	137	39
Sex	93	102	77	81	85	20
PDA	1	2	0	1	0	0
National Origin	29	29	18	31	34	10
Equal Pay Act	2	0	1	1	0	0

Age	73	78	68	64	60	18
Disability	103	114	98	126	101	32
Genetics	0	0	1	0	0	2
Non-EEO	15	20	12	18	17	4
		(Compa	rative	Data	
Complaints by Issue	Pre	vious l	Fiscal `	Year D	ata	2020
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020 Thru12- 31
Appointment/Hire	7	14	16	6	14	3
Assignment of Duties	40	35	45	54	26	5
Awards	6	5	9	5	3	3
Conversion to Full Time/Perm Status	0	1	1	0	1	0
Disciplinary Action						
Demotion	6	3	4	6	0	0
Reprimand	13	13	9	12	13	2
Suspension	10	18	14	18	11	2
Removal	4	5	3	2	2	1
Other (DO NOT USE)	0	10	16	14	10	2
Duty Hours	10	10	9	16	11	0
Perf. Eval./ Appraisal	66	70	51	71	50	3
Examination/Test	0	0	1	0	0	0
Harassment						
Non-Sexual	122	136	96	126	106	23
Sexual	8	5	5	9	8	1
Medical Examination	3	0	4	2	0	0
Pay including overtime	7	3	10	9	6	0
Promotion/Non-Selection	65	40	45	43	37	12
Reassignment						

Denied		5	6	5	3	3	0
Directed		7	10	4	9	7	2
Reasonable Accommodation Disa	ability	41	46	33	53	46	13
Reinstatement		1	2	1	0	0	0
Religious Accommodation		0	1	0	1	0	0
Retirement		2	4	2	3	2	0
Sex-Stereotyping		0	4	3	1	1	0
Telework		0	6	3	7	14	1
Termination		12	16	21	30	17	3
Terms/Conditions of Employmen	t	57	46	41	54	40	10
Time and Attendance		53	55	48	49	46	8
Training		18	13	11	18	4	1
Other							
Equal Pay Act (DO NOT US	SE)	0	1	1	0	0	0
User Defined - Other 2		0	0	0	0	0	0
User Defined - Other 3		0	0	0	0	0	0
User Defined - Other 4		0	0	0	0	0	0
			Comp	arativ	e Da	ıta	
Processing Time	I	Previous	Fiscal	Year	Data	ì	2020
	2015	2016	2017	20	18	2019	Thru12- 31
Complaints pending during fiscal	year						
Average number of days in investigation	209.42	205.16	184.8	6 166	5.73	170.89	169.00
Average number of days in final action	32.63	39.17	33.49	37.	25	34.03	30.46
Complaint pending during fiscal	year whe	re hearin	g was	reques	ted		
Average number of days in investigation	216.19	215.47	189.9	3 166	5.66	175.22	189.31

									_			
Average number of days in final action	21.1	6	32.	42	25.	04	30).25	3	1.59	20	5.35
Complaint pending during fiscal	year v	vhe	re he	arin	g wa	ıs no	t re	ques	ted			
Average number of days in investigation	196.	17	199	.84	182	.87	17	1.34	17	0.63	15	5.95
Average number of days in final action	42.1	5	47.	61	45.	15	48	3.62	39	9.91	43	3.53
		T			(Com	pa	rativ	e D	ata		
Complaints Dismissed by Age	ency		Pr	evio	us F	isca	lΥ	ear	Data	a		020
		2	2015	20)16	201	7	2018	3 2	019		ru12- 31
Total Complaints Dismissed by Agency			37	3	38	30		35		29		9
Average days pending prior to dismissal		4	17.57	22	2.03	47.	9	162	28	8.07	14	1.44
Complaint	ts Withdrawn by Complainants											
Total Complaints Withdrawn by Complainants			12	2	24	9		20		17		9
					Co	mpa	ara	tive	Dat	a		
Total Final Agency Actions			Pre	viou	s Fis	scal	Yea	ar D	ata			020
Finding Discrimination	2	015	5 20	16	20	17	20	18	20)19		ru12- 31
	#	%	6 #	%	#	%	#	%	#	%	#	%
Total Number Findings	0		6		10		5		10		2	
Without Hearing	0	0	5	83	9	90	4	80	0	0	1	50
With Hearing	0	0	1	17	1	10	1	20	10	100	1	50
		Comparative Data										
					Co	mpa	ıra	tive	Data	a		
Findings of Discrimination Rendered by Basis			Pre	viou		mpa scal				a		2020
Findings of Discrimination Rendered by Basis Note: Complaints can be filed	20)15	1	viou)16	s Fi		Ye		ata	a 2019		2020 ru12- 31
Findings of Discrimination Rendered by Basis	20)15	20		s Fi	scal	Ye	ar D 2018	ata	2019	Th	ru12-

D.			0		_		_			70		100
Race	0	0	0	0	0	0	0	0	7	70	2	100
Color	0	0	0	0	0	0	0	0	2	20	2	100
Religion	0	0	1	17	0	0	0	0	0	0	0	0
Reprisal	2	67	1	17	3	50	1	25	6	60	1	50
Sex	0	0	2	33	2	33	0	0	2	20	0	0
PDA	0	0	0	0	1	17	0	0	0	0	0	0
National Origin	0	0	1	17	0	0	0	0	0	0	1	50
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	3	30	0	0
Disability	2	67	3	50	5	83	3	75	4	40	1	50
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		1		1		1		10		1	
Race	0	0	0	0	0	0	0	0	7	70	1	100
Color	0	0	0	0	0	0	0	0	2	20	1	100
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	1	100	1	100	6	60	0	0
Sex	0	0	0	0	0	0	0	0	2	20	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	1	100
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	3	30	0	0
Disability	0	0	1	100	1	100	0	0	4	40	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
	1											
Findings Without Hearing	3		5		5		3		0		1	

						Co	mnai	•ati	ve Da	ıta			
Non-El	EO	0	0	0	0	0	0	0	0	0	0	0	0
Genetic	es	0	0	0	0	0	0	0	0	0	0	0	0
Disabil	ity	2	67	2	40	4	80	3	100	0	0	1	100
Age		0	0	0	0	0	0	0	0	0	0	0	0
Equal F	Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Nationa	al Origin	0	0	1	20	0	0	0	0	0	0	0	0
PDA		0	0	0	0	1	20	0	0	0	0	0	0
Sex		0	0	2	40	2	40	0	0	0	0	0	0
Reprisa	1	2	67	1	20	2	40	0	0	0	0	1	100
Religio	n	0	0	1	20	0	0	0	0	0	0	0	0
Color		0	0	0	0	0	0	0	0	0	0	1	100
Race		0	0	0	0	0	0	0	0	0	0	1	100

					C	ompa	arat	ive D)ata			
Findings of Discrimination			Pre	evious	s Fi	scal `	Yea	r Da	ta		_	2020
Rendered by Issue	20)15	2	016	2	017	2	018	20	19	Th	ru12- 31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		6		6		4		10		2	
Appointment/Hire	0	0	1	17	0	0	0	0	1	10	0	0
Assignment of Duties	0	0	1	17	0	0	0	0	1	10	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												•
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other (DO NOT USE)	0	0	0	0	0	0	0	0	0	0	0	0

Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	1	10	1	50
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	2	67	0	0	2	33	1	25	4	40	1	50
Sexual	0	0	2	33	1	17	0	0	0	0	0	0
Medical Examination	1	33	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	5	50	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	17	4	67	2	50	1	10	1	50
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	1	50
Termination	0	0	0	0	1	17	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	1	17	0	0	1	10	0	0
Time and Attendance	1	33	1	17	0	0	1	25	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
Equal Pay Act (DO NOT USE)	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0

User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		1		1		1		10		1	
Appointment/Hire	0	0	0	0	0	0	0	0	1	10	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	1	10	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other (DO NOT USE)	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	1	10	1	100
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	1	100	4	40	1	100
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	5	50	0	0
Reassignment				-								-
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	100	0	0	0	0	1	10	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0

Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	1	100	0	0	1	10	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
Equal Pay Act (DO NOT USE)	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	3		5		5		3		0		1	
Appointment/Hire	0	0	1	20	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	20	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other (DO NOT USE)	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0

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Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	2	67	0	0	2	40	0	0	0	0	0	0
Sexual	0	0	2	40	1	20	0	0	0	0	0	0
Medical Examination	1	33	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	4	80	2	67	0	0	1	100
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	1	100
Termination	0	0	0	0	1	20	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	1	33	1	20	0	0	1	33	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define	•											
Equal Pay Act (DO NOT USE)	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2020
	2015	2016	2017	2018	2019	Thru12- 31
Total complaints from previous Fiscal Years	279	319	300	277	234	341
Total Complainants	227	257	249	241	221	309
Number complaints pending						
Investigation	2	3	0	0	0	50
ROI issued, pending Complainant's action	0	0	0	0	0	14
Hearing	266	310	294	274	209	262
Final Agency Action	10	10	6	6	27	17
Appeal with EEOC Office of Federal Operations	245	987	1004	993	1025	1038
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020
	2015	2016	2017	2018	2019	Thru12- 31
Pending Complaints Where Investigations Exceed Required Time Frames	15	5	3	0	0	0